

NSPS Employee Located in Washington, DC

Final rating of record: 3 – Valued Performer

Performance Shares Earned: 2

Current Salary	
The employee's base salary is:	\$60,000
Current (2008) Washington, DC Local Market Salary of 20.89%:	\$12,534
Employees current adjusted salary:	\$72,534
January 2009 Pay Changes	
The employee receives the NSPS General Salary Increase of 1.74%: (\$60,000 x 1.74% = \$1,044)	\$1,044
The new BASE salary after adding the NSPS General Salary Increase:	\$61,044
The employee earns a \$1,620 performance salary increase: <i>The employee receives a rating of "3" and receives 2 shares. The total value of the performance payout is \$2,700, of which \$1,620 is given in base salary increase. The share value in this pay pool was 2.25%.</i>	\$1,620
The new base salary after adding the performance-based salary increase is:	\$62,664
The new 2009 LMS for Washington DC area is 23.10%: (\$62,664 x 23.10% = \$14,475)	\$14,475
Employee's new adjusted salary:	\$77,139
The employee also received a one-time performance-based bonus. The amount of the bonus is:	\$1,080

Salary Change: \$4,605

In this example, the employee receives a total adjusted salary increase of **6.3%**, in addition to the cash bonus of \$1,080. The employee's salary increase includes the NSPS General Salary Increase, a performance-based salary increase, and the increase in the Washington DC local market supplement.